

**UNITED STATES DISTRICT COURT
WESTERN DISTRICT OF MICHIGAN
SOUTHERN MICHIGAN**

MICHAEL LYNN,

Plaintiff,

v.

CITY OF LANSING,

Defendant.

Case No. 1:19-cv-00039

Hon. Paul L. Maloney

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VERDICT FORM

We, the jury, make the following answers to the questions submitted by the Court:

Hostile Work Environment

1. Was plaintiff subjected to a hostile work environment based on race in violation of Title

VII after June 6, 2017 and later?

Yes _____ No _____

(Go to the next question)

- 2. Was plaintiff subjected to a hostile work environment based on race in violation of the Elliott-Larsen Civil Rights Act after January 18, 2016?**

Yes _____ No _____

(If you answered yes to either Question 1 or Question 2, continue to Question 3. If you answered no to both Questions, skip to Question 5)

- 3. Was defendant legally responsible for a hostile work environment?**

Yes _____ No _____

(If you answered yes, continue to the next Question. If you answered no, skip to Question 5)

- 4. Did the plaintiff suffer any damages as a result of being subjected to a hostile work environment based on race?**

Yes _____ No _____

(Go to the next question)

First Amendment

- 5. Did the Defendant, acting under the color of state law, intentionally take adverse action that would deter a person of ordinary firmness from continuing to engage in that speech against the plaintiff?**

Yes _____ No _____

(If you answered yes, continue to the next question. If you answered no, skip to Question 10)

6. Was the plaintiff's speech a substantial or motivating factor for the adverse action?

Yes _____ No _____

(If you answered yes, continue to the next question. If you answered no, skip to Question 10)

7. Was the adverse action a proximate cause of damages to plaintiff?

Yes _____ No _____

(If you answered yes, continue to the next question. If you answered no, skip to Question 10)

8. Would the defendant have taken the same action regardless of plaintiff's speech?

Yes _____ No _____

(If you answered yes, continue to the next question. If you answered no, skip to Question 10)

9. Was a custom, policy, regulation or practice of the City of Lansing the proximate cause of retaliatory action taken against the plaintiff?

Yes _____ No _____

(If you answered yes, continue to the next question. If you answered no, skip to Question 10)

Damages

10. (Answer this question only if you answered yes to Question 4; otherwise skip to Question 11)

We find Plaintiff's damages for his Hostile Work Environment claims as defined to be:

\$ _____.

11. (Answer this question only if you answered yes to Question 9)

We find Plaintiff's damages under his First Amendment retaliation claims as defined to be:

\$ _____.

Jury Foreperson

Dated:_____

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